RoundTrip Engineering Team Growth Map

Level	Description	Areas of Focus	Tech Specs
Associate Engineer Level 1	The primary responsibility of an engineer at this level is learning necessary and developing competence. A lot of time will be spent getting familiar with tools, languages and best practices. Engineer may be asked to aid in quality assurance testing, writing automated test scripts and unit tests.	Develop a basic understanding of the languages and tools used by the team. Get exposure to team practices such as writing unit tests, debugging, creating and reviewing pull requests, writing documentation etc. Learn good communication skills between teammates. Work under supervision to perform assigned tasks.	● JavaScript ● HTML ● CSS ● GIT/Github (optional) ● Ruby on Rails (optional)
Software Engineer Level 2	The engineer has demonstrated competencies in completing a task from understanding to guiding it through testing. The primary responsibility of a software engineer is to apply their skills without supervision and practice becoming an "expert" in at least one area.	Leverage skills and best practices to write and continually improve code base. Develop mastery in the tools, languages and frameworks used by the team. Practice skills by mentoring less experienced team mates. Demonstrate some evaluation, originality and ingenuity skills.	● All Associate Engineer Requirements (optional requirements become mandatory)
Senior Software Engineer Level 3	An engineer at this level is expected to be able to accomplish a task end to end in an optimal and efficient manner. They demonstrate and build upon the skills they have learnt in previous positions and have become a trustworthy member of the team.	Demonstrate ability to think outside of a problem by not just meeting requirements but also understanding the "why" and solving the business need. This could mean working through a better/easier/more robust solution that exceeds the initial requirements. Become a stable and trustworthy resource for the team by demonstrating comprehensive	● All Software Engineer requirements ● Database optimization (PostgreSQL) ● REST API Design

		understanding of the product.	
Staff Software Engineer Level 4	A staff software engineer is a master of the tools and techniques used and is now able to improve and recommend processes. They have accomplished the technical maturity that allows them to solve complex problems and have begun to take an ownership position on the code and systems developed by the rest of the team. The most important responsibility at this level is to guide and mentor others and help them to develop their skills.	Develop best practices and process for the team to work with. Evaluate, design and architect new projects and features. Help evaluate and select best tools, languages and frameworks used by the team. Onboard and mentor new members of the team and guide them to success. Begin to take ownership of code and systems developed by other members of the team.	● All Full Stack Engineer requirements ● NodeJS ● MicroService architecture ● Comprehensive understanding of Agile Methodology
Principal Software Engineer Level 5	The Principal Software Engineer acts a team leader of their assigned project. They possess comprehensive knowledge of at least one field of specialization that can be applied to accomplish complex tasks. Someone in this role acts as the glue between project managers/product owners and the engineering team, aiding in creating technical acceptance criteria. They may occasionally be asked to report to management and give progress reports.	Architect, execute and supervise completion of tasks, as well as reviewing progress and evaluating results. Plans and aids in assignment of tasks and projects to the right team members. Conducts 1-1s and performance review of those reporting to them. Interprets and applies organizational policy.	● All Senior Software Engineering requirements